



TEAMSTERS LOCAL UNION No. 31
AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

April 22, 2014

TEAMSTERS UNION SUPPORT STAFF

The Union is in receipt of the letter being sent to School District No. 34 parents this afternoon by Kevin Godden, Superintendent of Schools.

In this letter Mr. Godden talks about negotiations reaching impasse on April 20, 2014. This much is true.

The Union presented management with their proposed changes for the New Collective Agreement.

The School District with the assistance of Renzo Del Negro, a BCPSEA representative, countered our 2 year proposal package with one alternate offer. The counter offer covered a 7 year period with minimal financial improvements along with the original District proposals that had previously been turned down by the Teamster support staff.

The "Benefit Provisions" portion of the District's 7 year proposal would see the support staff suffer further financial loss than was bargained earlier in the process. The Bargaining Committee directed the \$76,000.00 "residual savings" that came out of bargaining to be put toward the elimination of the two tier pay system in the General Maintenance Department and a \$.04 per hour increase per employee. The District is once again proposing that this amount be directed to the Benefit Plan thus having the Teamsters co-pay for that portion of their benefits.

Further, any proposed increase to the Benefit Plan by the District is contingent on being part of a "joint return to work process" thereby allowing management access to employee's private medical information. This practice is not acceptable to the Union. It should be noted that the Teamsters Union has no jurisdiction over the Benefit Plan and therefore could not and would not force the Plan to

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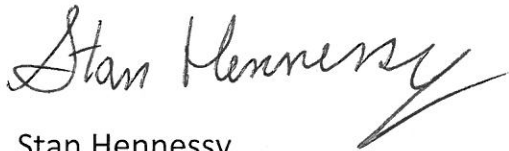
enter into any such joint return to work plan. This was explained to management early on during the Bargaining process.

Both the Union's proposed changes and the District's response offer are posted on the Teamster Local 31 website.

Teamsters Union Local 31 employees are extremely disappointed in the District's response to our proposals of April 16, 2014 as our proposals were not addressed with the respect that we the Bargaining Committee felt they deserved.

Please keep checking the Teamster Local 31 website for any and all updates.

Fraternally,



Stan Hennessy
President



Arlene Muñoz
Business Representative